

Health Association Nova Scotia invites you to participate in our 2017 Webinars.
To register please go to healthassociation.webex.com

APRIL 13, 2017 – 12:30-2:00PM

PROTECTION OF PERSONS IN CARE ACT (PPCA)

Understanding the PPCA within its proper context. A look at Employers' obligations and rights under the Act, Employers' participation in the process, the role and decision making process of PPCA investigators and the impact of their report, findings and recommendations on Employer labour relations decisions and disciplinary actions.

JUNE 22, 2017 – 12:30- 2:00PM

JOB EVALUATION AND HOW TO COMPLETE POSITION DESCRIPTIONS

An overview of the services provided by HANS Compensation Analysis will be provided, as well as a look at Job Evaluation Systems and their principles. We'll also discuss how to complete Position Descriptions and review the available Guides and Tools.

SEPTEMBER 21, 2017 – 12:30 – 2:00PM

DAMAGES IN LIEU OF REINSTATEMENT WHEN AND WHY DO ARBITRATORS NOT REINSTATE EMPLOYEES?

A look at recent cases on awarding terminated employees damages in lieu of reinstating them to employment. What factors lead to this type of order? This webinar will provide Employers with important information on the type of damages that may be awarded and guidance on the implication of these types of awards on negotiated settlements.

NOVEMBER 30, 2017 – 12:30 – 2:00PM

TOP TEN TIPS TO AVOID PITFALLS IN DISCIPLINE AND DISCHARGE

This webinar will provide Employers with guidance and practical tips around labour issues to consider prior to imposing discipline or discharge on employees, through a review of case law, the webinar will include such topics as the role of progressive discipline, the duty to accommodate, the impact of last chance agreements, and mitigation factors for Employers to consider prior to imposing discipline on employees.

As always the sessions are recognized by the HRANS as credit toward maintaining the CHRP designation.
To register for any of these upcoming sessions please go to healthassociation.webex.com

WEBINAR RATES AND SUBSCRIPTIONS

Health Association Nova Scotia is offering a special subscription rate to continuing care and home care employers. For an annual fee of \$500 paid in advance, subscribing employers will have access to:

- **4 Webinars** - Employers can attend the webinars from 12:30-2:00pm (webinars are valued at \$110+HST a session with Q&A - total value of \$440+HST)
- **1 Seat at our Annual or Regional Full Day Conference** – date to be announced (registration valued at \$125+HST)

Individual Webinars:

The non-subscriber cost of participating in a webinar with Q&A is \$110+HST.

Please Note:

The registration fee includes one toll-free conference call line, one internet connection and course materials. An unlimited number of persons can attend per conference line for the same fee. Employers with more than one site can add additional conference call lines for an additional fee of 8 cents per minute, per additional conference call connection. Extra internet connection lines are available at no additional cost. This means that no one has to leave their office to participate. Please note employers with multiple sites must register separately at each site, but will only be charged one registration fee.

The web seminar involves a connection to the internet to view the presentation and a toll free conference call line to hear the presentation and to participate in a live Q&A session.

If you have any questions please contact Cynthia Rushton at (902) 832-8500 ext.238 or cynthia.rushton@healthassociation.ns.ca